



Tel: 604-273-5722 | **Fax:** 604-273-5762 | **Toll Free:** 1-866-273-5766 | **Toll Free Fax:** 1-866-273-5762
105 - 21900 Westminster Hwy., Richmond, BC V6V 0A8
info@apbc.ca | www.apbc.ca

February 20, 2019

Dear Members:

Attention Regular Part-time Unit Chiefs:

If you're a regular part-time Unit Chief (and may or may-not be a CP), you're likely aware of an ongoing pay issue between your regular shifts' dates and days-off. The Employer is paying two different rates of pay, depending on the day of the week.

The Union disagrees with this and views it as a clear violation of several articles of the Collective Agreement. We've filed a policy grievance and have received an initial response from the Employer.

The Employers response claims that they can hold employees in two different statuses (violation of Article 1.01(h)) and that on the employees' regular part-time work days, they are NOT required or expected to perform Unit Chief duties. On that basis, they are paying over \$4/hr less on those days of the week. Again, the Union disagrees with this interpretation.

While this matter is resolved through the grievance procedure, it is important that members follow the direction of the Employer. **That means those employees should NOT perform any Unit Chief work, or wear the Unit Chief rank, while on their regular work days.** This includes carrying the UC cell phone, short notice or no notice scheduling matters, urgent station issues, etc.

For example, if your regular work days are Tuesday and Wednesday each week, then for each of those days (and nights), you should not be performing Unit Chief duties. Thursday through Monday, you continue to work as an On-Call Unit Chief.

Affected members should advise their direct manager that they will not respond to the Unit Chief phone during this period and seek direction of who or where that phone should be forwarded.

If you have any questions or need assistance on this matter, please contact your RVP.

Sincerely,

Provincial Executive Committee
Ambulance Paramedics of BC
CUPE Local 873

CE/km/MoveUp